

EXHIBIT 2487

**to the Declaration of
Lisa J. Cisneros in Support of
Plaintiffs' Opposition Briefs**

REDACTED VERSION

2010 Annual Performance
Review
Compensation Training for
Managers

December 2009

EXHIBIT 2487

Deponent Keiper

Date 3-28-13

Gina V. Carbone, CSR

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Agenda

1. Key Underlying Philosophies & Total Rewards Overview
2. Refresh on the Performance Levels & Ranking Process
3. Cash Compensation
4. Equity Compensation
5. High Level Timeline
6. Next Steps
7. Resources

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Performance Management Strategy

· Continue to evolve culture toward pay for performance where key contributions of employees are recognized and rewarded, and managing performance is a key requirement to growing the business



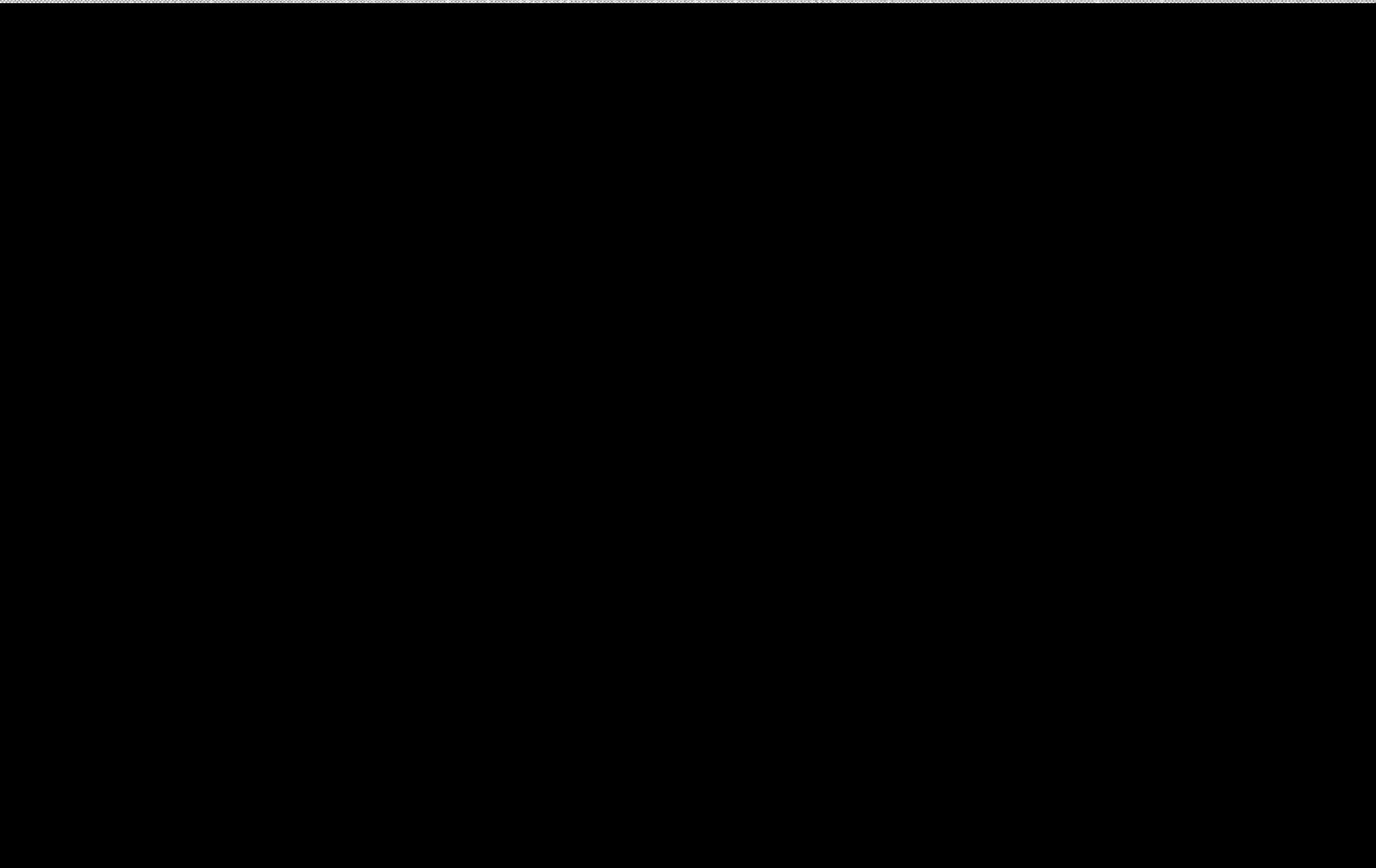
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Performance Management Framework

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Total Rewards Overview

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Ranking Definition

- Ranking is a process to identify levels of performance across the company

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Ranking Process

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Performance Levels



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Leading to Win

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Annual Review: Cash and Equity Compensation

■ Cash Compensation

- Salary Budget Methodology and Overview
- Budgets by Country
- Salary Increase Matrix and Considerations
- Salary Tool

■ Equity Compensation

- Equity Budget Methodology and Overview
- Equity Grant Considerations
- Stock Tool



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Annual Review Salary Budget Methodology

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Salary Budget Overview

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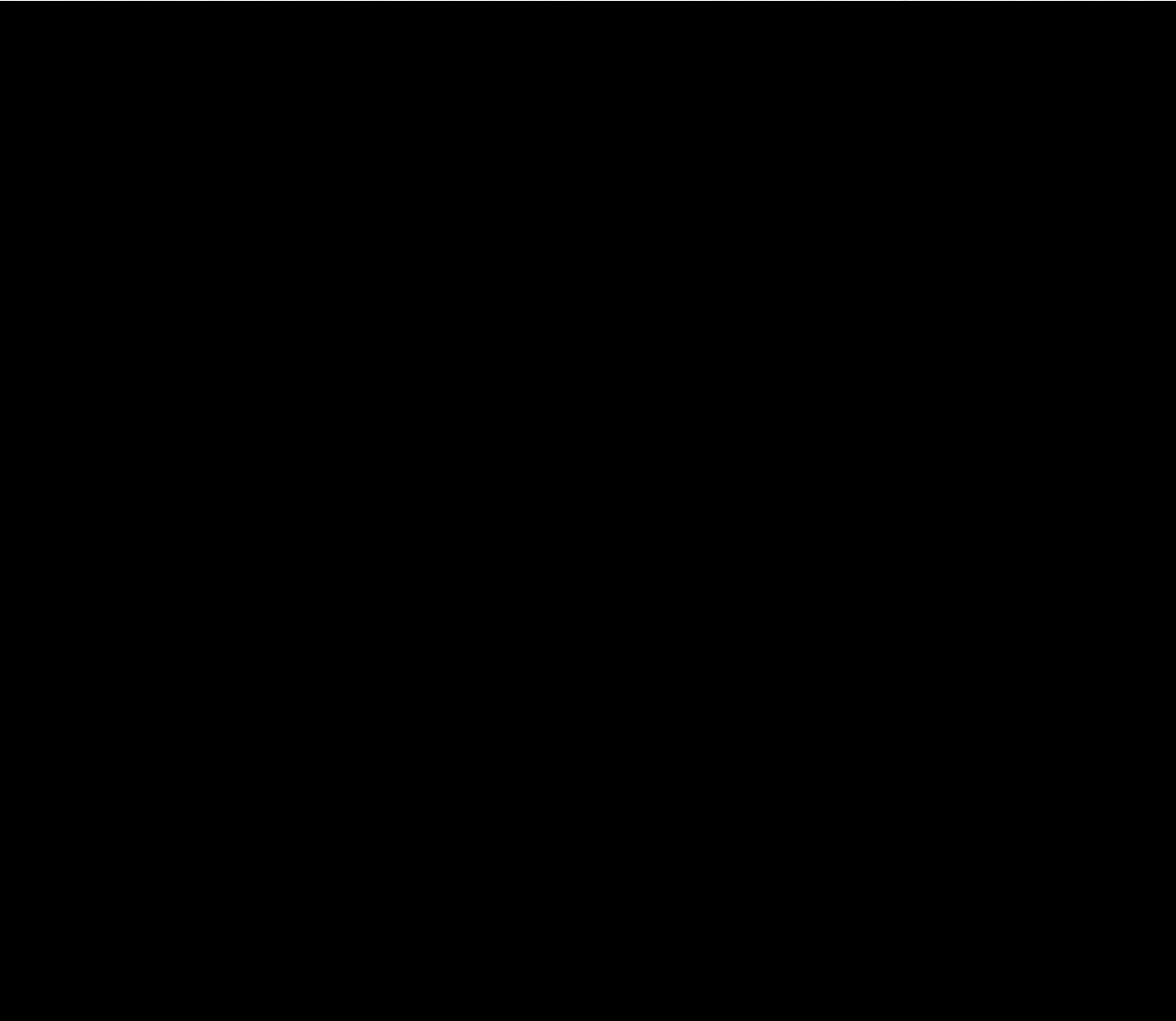
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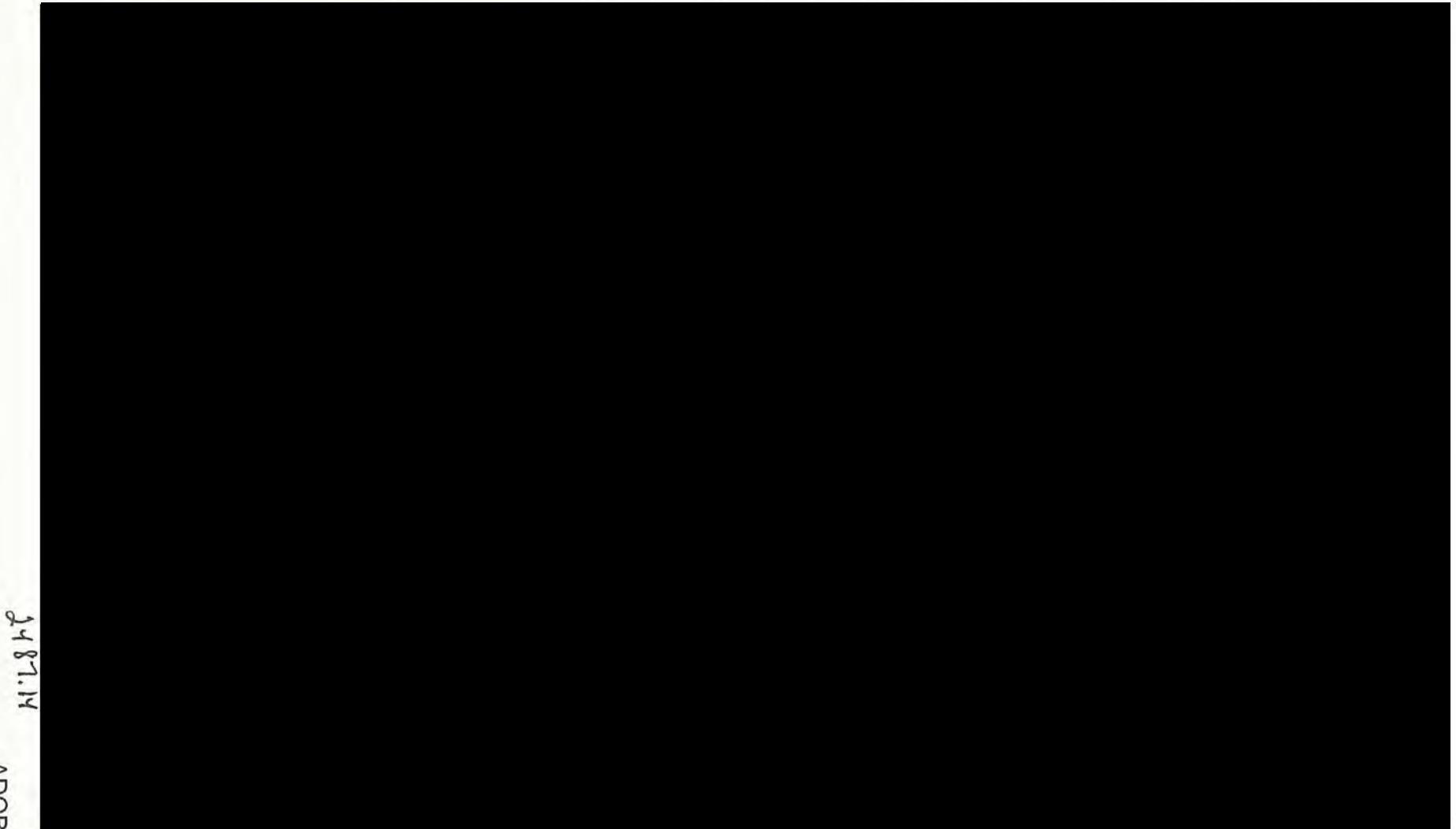


Salary Budgets by Country*



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Salary Increase Considerations for Managers



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Salary Increase Matrices

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Annual Review Salary Tool

- Annual Review Salary Tool will be open starting December 14 for all managers to enter preliminary salary and performance level recommendations
- Refer to the Adobe Presenter available on the Managers' Annual Review website or within the Salary Tool for help using the tool

Annual Review Processing

New Job | Keep Old Job | Activate | Budget Summary | Set Options | No Inc/Bonus | Print Reports | Update | Download | Increase Guidelines

Liebherr, Egghorn | All Structures | Annual Review | Selection as of: 01/31/2010, Bonus as of: 02/01/2010

Employee Name	Position	Job Code	Actual YTD Salts	Curren	New Quota	Perfor
• Lata, Jared	S166	Principal Scientist 6	10.0	140,800.00 USD	140,400.00	100/033/00
• Lulu, Little	S775	Consulting Mgmt 5	10.0	72,674.77 USD	72,674.77	875/033/02
• Paxton, Bill	S166	Principal Scientist 6	10.0	140,400.00 USD	140,400.00	100/033/00
• Pig, Party	S2074	Mgr Project (Client Svcs)	10.0	74,154.95 USD	74,154.95	899/033/02
• Trousseau, Justin	S166	Principal Scientist 6	10.0	140,400.00 USD	140,400.00	100/033/00

Employee Name: Trousseau, Justin | Job: 24822 | Liebherr, Egghorn | Current/Grade: 04/27/2009 | USD

Global Job: Adobe Job Global Job Title: Pos Amt: Position Title: Level:

Cur: S166 | 00001000 | Principal Scientist 6 | US,5400 | Düsseldorf Integration Te | 01B

Now:

	Salary(FTE)	Adj%	Level	Salary Structure	Hours/Week	No Inc/Bonus	
Cur	140,400.00	(0.0)		U.S. Bay area	51/31	46.00	
New	140,918.99	(0.0)	STRONG (SS)	U.S. Bay area	102/81	46.00	
	Min	Mid	Max	Bonus	Total		
Cur	100,300.00	180,300.00	240,300.00	4.00 %	\$	4.00 %	
New	8,000	0.00	0.00	5,618.99	9.00 %	0.000	5,618.99

Annual Review Equity Budget Methodology

1. Apply philosophy

- Provide market competitive rewards allowing us to attract and retain great global talent and differentiate based on exceptional company and individual performance
- Consistent application around the globe for competitiveness in the local markets

2. Gather and analyze equity survey data (published surveys and economic forecast reports)

- Market data source is primarily Radford equity survey
- Market data is based on Adobe's direct peer companies

3. Factors to consider to determine worldwide equity budgets

- Shares outstanding and allocation approved by BOD
- Current employee ranking, job level and equity hold
- External equity – market competitiveness
- Adobe's financial state and economic conditions

4. Develop worldwide equity guidelines

- Target 65th percentile of the market data to create equity guidelines

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Equity Overview

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Equity Grant Considerations for Senior Leaders

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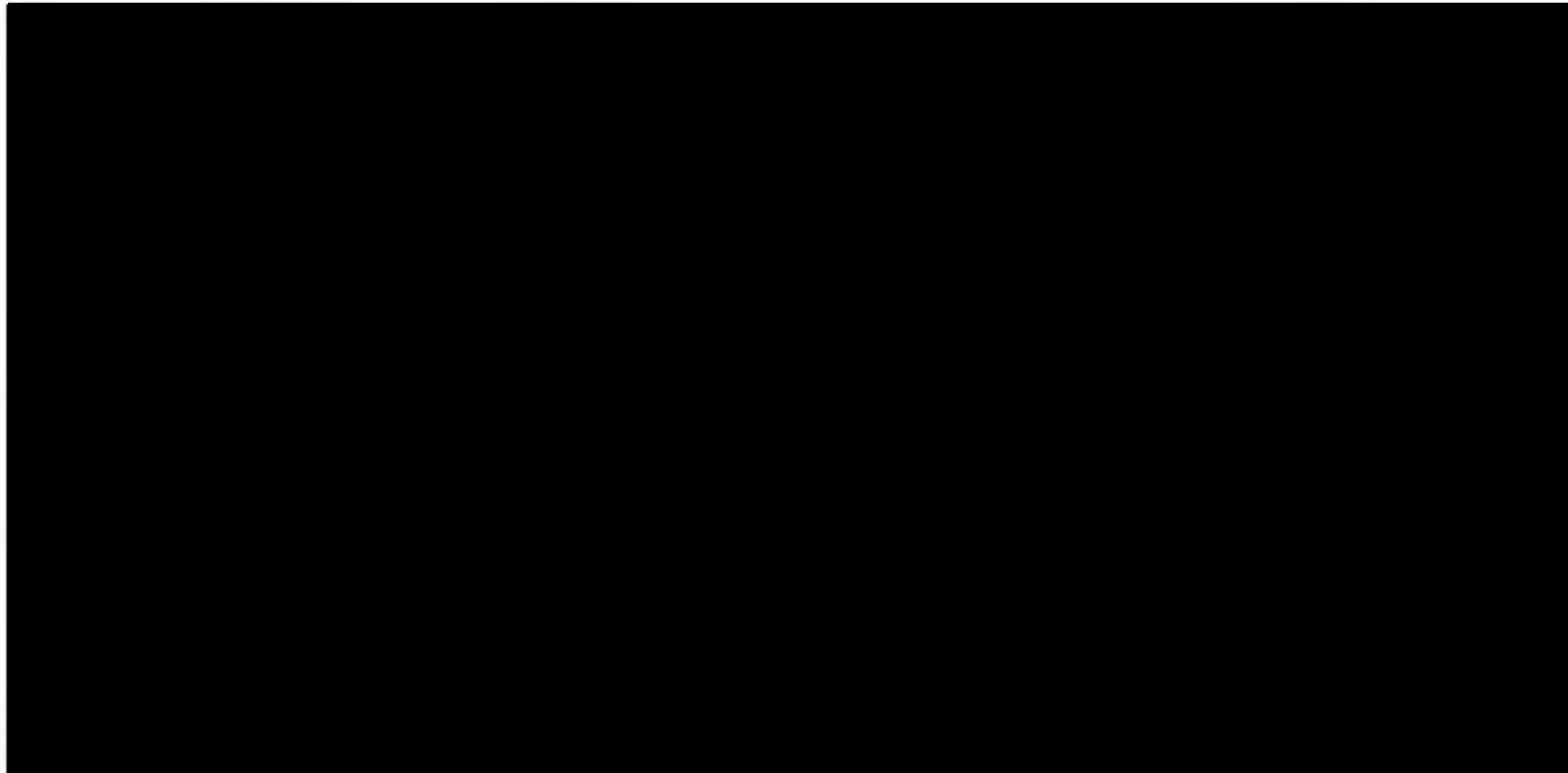
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Annual Review Stock Summary



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Annual Performance Review

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Next Steps

- If asked, participate in Ranking sessions for your organization
- In the Salary Tool, enter your salary and performance level recommendations for each of your employees by January 6
- Write reviews via Appraisal Form for each employee
 - * If you choose, as an FYI, send a copy of the appraisal via Workspace to your manager
- [REDACTED]
- Review resources for delivering effective feedback

Cash & Equity Compensation Resources

- Phase 2 Compensation Summary
- Annual Review Salary Tool training
 - Click the "Training" button in the Salary Tool or on the Manager's Annual Review website
 - For New Managers: Instructions on how to download the SAP GUI to access the Salary Tool
- Job/Salary Range Website
 - [REDACTED]
- Performance Shares and Restricted Stock Units (RSU) Training
- Total Rewards Overview (online module)
 - Part 1 - Total Rewards Overview
 - Part 2 - Compensation Fundamentals
 - Part 3 - Compensation Programs
- General Compensation Info (pdf)

Note : There have been Total Reward Program changes not reflected within this

General Resources

- 2010 Managers' Annual Performance Review Website
 - Reference documents, trainings, communications, Appraisal Form
- 2010 Employees' Annual Performance Review Website
 - Trainings, Appraisal Form, communications
- Managing at Adobe Website
- If you have questions about...
 - The Appraisal Form: contact the IT Service Desk at x6HELP
 - Annual Performance Review timeline, process or tools:
 - In North America and India: contact the HRIC at x6HELP or hric@adobe.com
 - In all other geos: contact your local HR Manager
 - An employee issue: contact your HR Manager
 - Evaluating performance, ranking, department specific dates: contact your manager

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